



March 7, 2022

*HB 5357 (RAISED) AN ACT CONCERNING  
MANDATORY OVERTIME FOR NURSES IN HOSPITALS.*

Dear Co-Chairs, Sen. Kushner, Representative Porter, Senator Sampson, Representative Arora and members of the Labor and Public Employees Committee.

Thank you for receiving our testimony about HB 5357 AN ACT CONCERNING MANDATORY OVERTIME FOR NURSES IN HOSPITALS.

My name is Kimberly Clear-Sandor, MSN, RN, FNP, Executive Director of the CT Nurses' Association.

We are in a unique time. Two years into the pandemic, it is the healthcare workforce who are finding themselves stressed (71%), frustrated (69%), and exhausted (65%) ([COVID-19 Impact Assessment Survey, the Second Year](#)).

Compounding the issue, the nursing staffing shortages which were present prior to the pandemic, have been exacerbated by the toll of the pandemic (89% reporting a staffing issue.)

We support measures to ensure that mandatory overtime is not being used as a regular staffing tool, but is used in an emergency as outlined in lines 35-47 and 50-58.

By addressing mandatory overtime, employers can convey understanding of their workforces' physical and mental health needs in providing the best care for their patients.

Thank you for considering ways to stabilize and retain the current workforce through fair staffing principles.

Sincerely,

Kimberly A. Clear-Sandor, MSN, RN, FNP  
Executive Director, CT Nurses Association  
Stephanie McGuire, MSN, APRN  
Interim Chair, Government Relations Committee